



### Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources so future generations will have them.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

## Compliance Monitoring Specialist

Recruitment #2011-10-6616

### JOB CLASSIFICATION: Natural Resource Specialist 3

**SALARY RANGE:** \$3546 – \$4653 per month  
(\$3443 - \$4513 with 3% temporary reduction)

**Important Note:** From July 1, 2011 through June 29, 2013 a 3% temporary salary reduction is for most positions. For specific information on the Temporary Salary Reduction, [click here](#).

**TYPE OF POSITION:** Permanent, Full-time. This position is represented by the WFSE.

**Important Note:** Once appointed to this position the incumbent will be required to pay union dues and other representation fees within the first 30 days of employment.

**LOCATION:** Olympia, Washington

**CLOSES:** Open until filled; First review begins November 28, 2011.

**POSITION PROFILE:** This position assists with all aspects of development, implementation, and field operations for the Compliance Monitoring Program. This position is responsible for audits and data collection statewide and will typically be in travel status 50% of the time. This position also trains DNR region staff and participating stakeholders to perform data collection, audits and fieldwork ensuring that data are collected correctly and consistently. This position also organizes and compiles monitoring data for analysis and assists with analysis and development of the program as it evolves.

**REQUIRED QUALIFICATIONS:** The successful candidate for this position must have:

- Minimum of three years of professional experience practicing advance levels of forest management skills or other natural resources management skills in a forest environment.
- Knowledge of Forest Practices Act and Rules, and relationships to other environmental laws.
- Understand basic principles and concepts of sampling, statistical inference, and quality assurance/quality control, and must be able to organize field data for analysis.
- Experience interpreting RCWs, WACs, policies and procedures.
- Experience managing projects/programs.
- Experience in facilitating small groups with representatives from various backgrounds such as tribes, small forest landowners, industrial forest landowner, and other state and federal agencies.
- Experience as an instructor on various subjects and be able to communicate effectively to train staff from within and outside of the agency.

### **DESIRABLE QUALIFICATIONS:**

- A bachelor's degree in forestry or natural resource management.
- Background knowledge and/or experience with the forest practices rules and regulations.
- Ability to respond to difficult, stressful, or sensitive interpersonal situations in a way that reduces or minimizes potential conflict and

## EMPLOYEE BENEFITS

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).
- Optional credit unions and savings bonds.

Optional [Deferred Compensation](#) and [Dependent Care Assistance](#) programs

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This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR Recruiting staff (360) 902-1350 or (360) 902-1228. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

maintains good working relationships among internal staff and external customers.

- Current knowledge of forest practice statutes, rules, regulations, policies, procedures, agency practices and general forest management theory (such as forest fire prevention and suppression techniques, timber management planning; silviculture; appraisal techniques; timber sales, contract preparation and administration; logging and forest road construction equipment and use; reforestation methods; public relations and statistical analysis).
- Successful completion of six months in a performance review period.
- Experience and comfort with public speaking.
- Experience as a facilitator and/or instructor.

## **SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS:**

- Ability to work on steep, uneven terrain in all weather conditions.
- The incumbent in this position is required to travel.
- Must have a valid driver's license and have two years of driving experience.
- Must be at least 18 years of age at the time of hire.

## **WHO MAY APPLY:**

This recruitment is open to anyone who meets the required qualifications for this position.

## **APPLICATION PROCESS:**

To be considered for this position, please submit:

- A letter of interest describing how your experience and qualifications relate to the position profile, required and desired position qualifications, and special position requirements. Please indicate in your letter of interest how you learned of this opportunity.
- A completed application – [DNR Job Application](#) and Resume.
- The names of three to five professional references.
- An online **voluntary** [Applicant Profile Questionnaire](#). (This form is not required and is submitted online. Please do **not** print out and send in with application materials).

The first screening will be based on information contained in your candidate materials.

Submit all materials by the closing date to:

### **Electronic method preferred**

[dnrrecruiting@dnr.wa.gov](mailto:dnrrecruiting@dnr.wa.gov)

### **OR other method**

Melody Wolf  
Department of Natural  
Resources  
PO BOX 47033  
Olympia, WA 98504-7033

**NOTE: Please indicate #2011-10-6616 in the subject line of your e-mail.**

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact Walt Obermeyer at 360-902-1366 or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@dnr.wa.gov).